



## STANDARDS OF APPRENTICESHIP

adopted by

### YELM SCHOOL DISTRICT #2 APPRENTICESHIP COMMITTEE

<u>Skilled Occupational Objective(s):</u>	<u>(sponsor)</u>	<u>DOT and/or SOC</u>	<u>Term</u>
ADMINISTRATIVE ASSISTANT		205.367-010	4000 HOURS
ADMINISTRATIVE CLERK		219.362-010	4000 HOURS
AUDITOR		210.382-010	4000 HOURS
DRIVER EDUCATION INSTRUCT (IN CAR)		099.223-010	4000 HOURS
FACILITIES CUSTODIAL SERVICE TECHNICIAN		382.664-010	4000 HOURS
FOOD SERVICE SPECIALIST		313.381-030	2000 HOURS
GROUNDS MAINTENANCE SPECIALIST		406.687-010	4000 HOURS
HEAVY DUTY MECHANIC		620.261-022	8000 HOURS
INSTRUCTIONAL AIDE		099.327-010	2000 HOURS
MAINTENANCE REPAIRER		899.381-010	4000 HOURS
SECRETARY		201.362-030	4000 HOURS
WAREHOUSEMAN		929.687-030	2000 HOURS



APPROVED BY  
Washington State Apprenticeship and Training Council  
REGISTERED WITH  
Apprenticeship Section of Specialty Compliance Services Division  
Washington State Department Labor and Industries  
Post Office Box 44530  
Olympia, Washington 98504-4530

#### APPROVAL:

JULY 16, 1987

Initial Approval

JULY 22, 2005

Committee Amended

APRIL 21, 2006

Standards Amended (review)

Standards Amended (administrative)

By: MELINDA NICHOLS  
Chair of Council

By: PATRICK WOOD  
Secretary of Council

## **YELM SCHOOL DISTRICT #2 APPRENTICESHIP COMMITTEE**

The Washington State Apprenticeship and Training Council (WSATC) has the authority to develop, administer, and enforce apprenticeship program standards (Standards) for the operation and success of an apprenticeship and training program in the State of Washington.

Apprenticeship programs and committees function, administer, or relinquish authority only with the consent of the WSATC and only apprentices registered with the supervisor or recognized under the terms and conditions of a reciprocal agreement will be recognized by the WSATC. Parties signatory to these Standards declare their purpose and policy is to establish and sponsor an organized system of registered apprenticeship training and education.

These Standards are in conformity and are to be used in conjunction with the Apprenticeship Rules, Chapter 296-05 WAC (Washington Administrative Code); Apprenticeship Act, Chapter 49.04 RCW (Revised Code of Washington); The National Apprenticeship Act, 29 U.S.C. (United States Code) 50; Apprenticeship Programs, Title 29 Part 29 CFR (Code of Federal Regulations); and Equal Employment Opportunity in Apprenticeship and Training, Title 29 Part 30 CFR which govern employment and training in apprenticeable occupations. They are part of this apprenticeship agreement and bind all signers to compliance with all provisions of registered apprenticeship. Additional information may need to be maintained by the program that is supplemental to these apprenticeship standards. This information is for purposes of ensuring compliance with decisions of the WSATC and the apprenticeship laws identified above.

If approved by the council, such amendment/s and such changes as adopted by the council shall be binding to all parties. Sponsors shall notify apprentices of changes as they are adopted by the council. If and when any part of these Standards becomes illegal, as pertains to federal and/or state law, that part and that part alone will become inoperative and null and void, and the Department of Labor and Industries (L&I) may adopt language that will conform to applicable law. The remainder of the Standards will remain in full force and effect.

See WAC 296-05-003 for the definitions necessary for use with these Standards.

### **Purpose of Program:**

**The purpose of this program is to establish an on-the-job training program, which will lead to the status of administrative assistant, administrative clerk, auditor, driver education instructor (in car), facilities custodial service technician, food service specialist, grounds/maintenance specialist, heavy-duty mechanic, instructional aide, maintenance repairer, secretary, and warehouseman.**

**The continuing need for trained and experienced classified employees require that the Yelm School District #2 Apprenticeship Committee provide this opportunity for employees to further develop his/her skills, knowledge, and abilities.**

### **I. GEOGRAPHIC AREA COVERED:**

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The sponsor has no authority to conduct training outside of the geographical area covered by these Standards. The sponsor may enter into an agreement (portability agreements – see WAC 296-05-303(3)) with other apprenticeship committees for the use of apprentices by training agents that are working outside their approved geographic area. Also, if a reciprocity agreement (see WAC 296-05-327) is in place, the out-of-state sponsor may use their registered apprentices. The sponsor will ensure compliance with the provisions of any agreement recognized by the WSATC.

**This program shall comprise the area boundaries of the Yelm School District.**

### **II. MINIMUM QUALIFICATIONS:**

Minimum qualifications must be clearly stated and applied in a nondiscriminatory manner (see WAC 296-05-316).

Age: **At least 18 years of age.**

Education: **High school graduate or G. E. D.**

Physical: **Must be physically able to meet the demands of the occupation.**

Testing: **None**

Other:       a. **A heavy-duty mechanic must provide documents, which clearly show evidence of mechanical experience or vocational training.**  
              b. **A heavy-duty mechanic must be in possession of or able to obtain a Washington State Motor Vehicle Operator's license with intermediate endorsement.**

### **III. CONDUCT OF PROGRAM UNDER WASHINGTON EQUAL EMPLOYMENT OPPORTUNITY PLAN:**

Sponsors with five (5) or more apprentices must adopt an Equal Employment Opportunity (EEO) Plan and Selection Procedures (see Part D of Chapter 296-05 WAC and 29 CFR Part 30).

The recruitment, selection, employment and training of apprentices during their apprenticeship shall be without discrimination because of race, sex, color, religion, national origin, age, disability or as otherwise specified by law. The sponsor shall take positive action to provide equal opportunity in apprenticeship and will operate the apprenticeship program as required by the rules of the Washington State Apprenticeship and Training Council and Title 29, Part 30 of the Code of Federal Regulations. (WAC 296-05-316(3))

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### **A. Selection Procedures:**

**Exempt by reason of Yelm School Board Affirmative Action Plan as per WAC 296-05-405(1)(b)(iv).**

### **B. Equal Employment Opportunity Plan:**

**Exempt by reason of Yelm School Board Affirmative Action Plan as per WAC 296-05-405(1)(b)(iv).**

### **Discrimination Complaints.**

Any apprentice or applicant for apprenticeship who believes they have been discriminated against may file a complaint (WAC 296-05, Part D).

## **IV. TERM of APPRENTICESHIP:**

The minimum term of apprenticeship must not be less than 2000 hours or 12 months of work experience in each occupation identified in these Standards as apprenticeable. The term of apprenticeship must be stated in hours or months of employment.

### **The term of apprenticeship is as follows:**

### **Hours of Employment**

<b>Administrative assistant .....</b>	<b>4000</b>
<b>Administrative Clerk .....</b>	<b>4000</b>
<b>Auditor .....</b>	<b>4000</b>
<b>Driver education instructor (in car) .....</b>	<b>4000</b>
<b>Facilities Custodial Service Technician .....</b>	<b>4000</b>
<b>Food Service Specialist .....</b>	<b>2000</b>
<b>Ground Maintenance Specialist.....</b>	<b>4000</b>
<b>Heavy duty mechanic.....</b>	<b>8000</b>
<b>Instructional Aide .....</b>	<b>2000</b>
<b>Maintenance Repairer .....</b>	<b>4000</b>
<b>Secretary .....</b>	<b>4000</b>
<b>Warehouseman.....</b>	<b>2000</b>

## **V. INITIAL PROBATIONARY PERIOD:**

All apprentices are subject to an initial probationary period, stated in hours or months of employment for which they receive full credit toward completion of apprenticeship. Advance credit/standing will not reduce the initial probationary period. The initial probationary period:

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- Is the period following the apprentice's acceptance into the program and during which the apprentice's appeal rights are impaired. The initial probation must not exceed twenty percent (20%) of the term of apprenticeship unless an exemption by the WSATC has been granted for longer probationary periods as specified by Civil Service or law.
- Is the period that the WSATC or the supervisor of apprenticeship may terminate an apprenticeship agreement at the written request by any affected party. The sponsor or the apprentice of the apprenticeship agreement may terminate the agreement without a hearing or stated cause. An appeal process is available to apprentices who have completed the initial probationary period.

**For 2000 hour programs - 400 hours of employment**

**For 4000 hour programs - 800 hours of employment**

**For 8000 hour programs - 1600 hours of employment**

### **VI. RATIO OF APPRENTICES TO JOURNEY LEVEL WORKERS:**

Supervision is the necessary education, assistance, and control provided by a journey-level employee that is on the same job site at least seventy-five percent of each working day, unless otherwise approved by the WSATC. The sponsor will assure that apprentices are under the supervision of competent and qualified journey-level workers on the job who are responsible for the work being performed, to ensure safety and training in all phases of the work. Apprentices will work the same hours as journey-level workers, EXCEPT where such hours may interfere with related/supplemental instruction. (see WAC 296-05-316(5))

**For one (1) journey-level worker employed, employer may have one (1) apprentice.**

### **VII. APPRENTICE WAGES and WAGE PROGRESSION:**

The apprentice will be paid a progressively increasing schedule of wages based on specified percentages of journey-level wage consistent with skills acquired. These may be indicated in hours or monthly periods set by the sponsor. The entry wage will not be less than the minimum wage prescribed by the Fair Labor Standards Act, where applicable, unless a higher wage is required by other applicable federal law, state law, respective regulations, or by collective bargaining agreement.

The sponsor may accelerate, by an evaluation process, the advancement of apprentices who demonstrate abilities and mastery of the occupation to the level for which they are qualified. When the apprentice is granted advanced standing the sponsor must notify the

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employer/training agent of the appropriate wage per the wage progression schedule specified in these Standards.

**All apprentices are paid according to the salary schedules negotiated and approved by the Yelm School District Board of Directors. Apprentices will be advanced for years of service to the district**

**A. Administrative Assistant:**

Step	Number of hours/months	Percentage of journey-level rate
<b>1</b>	<b>0 - 12 months</b>	<b>93.5%</b>
<b>2</b>	<b>12 - 24 months</b>	<b>96.7%</b>

**B. Administrative Clerk:**

Step	Number of hours/months	Percentage of journey-level rate
<b>1</b>	<b>0 - 12 months</b>	<b>93.6%</b>
<b>2</b>	<b>12 - 24 months</b>	<b>96.7%</b>

**C. Auditor:**

Step	Number of hours/months	Percentage of journey-level rate
<b>1</b>	<b>0 - 12 months</b>	<b>93.6%</b>
<b>2</b>	<b>12 - 24 months</b>	<b>96.7%</b>

**D. Driver Education Instructor (in car):**

Step	Number of hours/months	Percentage of journey-level rate
<b>1</b>	<b>0 - 12 months</b>	<b>93.7%</b>
<b>2</b>	<b>12 - 24 months</b>	<b>96.7%</b>

**E. Facilities Custodial Service Technician:**

Step	Number of hours/months	Percentage of journey-level rate
<b>1</b>	<b>0 - 12 months</b>	<b>93.7%</b>
<b>2</b>	<b>12 - 24 months</b>	<b>96.7%</b>

**F. Food Service Specialist:**

Step	Number of hours/months	Percentage of journey-level rate
<b>1</b>	<b>0 - 12 months</b>	<b>99.4%</b>

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### **G. Grounds Maintenance Specialist:**

Step	Number of hours/months	Percentage of journey-level rate
<b>1</b>	<b>0 - 12 months</b>	<b>93.7%</b>
<b>2</b>	<b>12 - 24 months</b>	<b>96.7%</b>

### **H. Heavy Duty Mechanic:**

Step	Number of hours/months	Percentage of journey-level rate
<b>1</b>	<b>0 - 12 months</b>	<b>88%</b>
<b>2</b>	<b>12 - 24 months</b>	<b>90.9%</b>
<b>3</b>	<b>24 - 36 months</b>	<b>93.9%</b>
<b>4</b>	<b>36-48 months</b>	<b>97%</b>

### **I. Instructional Aide:**

Step	Number of hours/months	Percentage of journey-level rate
<b>1</b>	<b>0 - 12 months</b>	<b>96.4%</b>

### **J. Maintenance Repairer:**

Step	Number of hours/months	Percentage of journey-level rate
<b>1</b>	<b>0 - 12 months</b>	<b>93.7%</b>
<b>2</b>	<b>12 - 24 months</b>	<b>96.7%</b>

### **K. Secretary:**

Step	Number of hours/months	Percentage of journey-level rate
<b>1</b>	<b>0 - 12 months</b>	<b>93.6%</b>
<b>2</b>	<b>12 - 24 months</b>	<b>96.7%</b>

### **L. Warehouse man:**

Step	Number of hours/months	Percentage of journey-level rate
<b>1</b>	<b>0 - 12 months</b>	<b>96.9%</b>

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**VIII. WORK PROCESSES:**

The apprentice shall receive on the job instruction and experience as is necessary to become a qualified journey-level worker versed in the theory and practice of the occupation covered by these Standards. The following is a condensed schedule of work experience, which every apprentice shall follow as closely as conditions will permit.

Employers/training agents shall only use registered apprentices to perform the work processes as stated in this section. (WAC 296-05-003 - Definitions)

<b><u>A. Administrative Assistant:</u></b>	<b><u>APPROXIMATE HOURS</u></b>
1. Input data on computer .....	500
2. Transcribes dictation using a dictaphone .....	500
3. Keeps directors and superintendents apprised of important matters needing attention.....	500
4. General office procedures .....	500
5. Provides information and assistance to callers and visitors.....	500
6. Equipment operation .....	500
7. Arranges district and community programs.....	500
8. Secretary to the school board.....	500
<b>TOTAL HOURS:</b>	<b>4000</b>



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<b><u>B. Administrative Clerk:</u></b>		<b><u>APPROXIMATE HOURS</u></b>
1.	Input data on computer .....	900
2.	Filing.....	100
3.	Receptionist duties .....	400
4.	General office procedures .....	500
5.	Payroll records .....	600
6.	Organize and update all trade information manuals and related data .....	500
7.	Record and update routine financial data .....	600
8.	Review and monitor trade periodicals (newspaper articles, political information relating to the industry).....	400
TOTAL HOURS:		4000

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<b>C. <u>Auditor:</u></b>	<b><u>APPROXIMATE HOURS</u></b>
1. Input data on computer .....	1000
2. Filing.....	200
3. General office procedures .....	400
4. Receptionist duties .....	400
5. Organize and update all trade manuals and related data.....	500
6. Record and update routine financial data .....	900
7. Bookkeeping .....	600
<b>TOTAL HOURS:</b>	<b>4000</b>

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<b><u>D. Driver Education Instructor (in car):</u></b>		<b><u>APPROXIMATE HOURS</u></b>
1.	Driving Skills .....	2650
2.	Motivation.....	100
3.	Coping Skills (anger control) .....	50
4.	Self esteem.....	100
5.	Discipline.....	200
6.	Time management skills .....	80
7.	Organizational skills .....	80
8.	Computer operation.....	500
9.	Material research and preparation .....	200
10.	First aid .....	40
TOTAL HOURS:		4000

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### **E. Facilities Custodial Service Technician:** **APPROXIMATE HOURS**

1. Safety .....250
  - a. Industrial First Aid
  - b. Hazardous Material
  - c. Chemical Identification Safety
  - d. Emergency Procedures
  - e. Equipment Safety & Eye Protection
  - f. OSHA/WISHA/EPA Standards/Regulations
  - g. General Safety
  - h. Industrial Accidents/Reporting

To include all the necessary documents and reporting forms related to safety.
2. Facilities Operating Responsibilities .....500
  - a. Permits and Licenses
  - b. Heating/Ventilation
  - c. Security
  - d. Utilities
  - e. Boilers
  - f. Internal Building Layout, Plans, Diagrams
  - g. Specialty Equipment
  - h. Swimming Pools, Spas and Related Equipment
3. Organization of Facilities Care.....250
  - a. Building Interior
  - b. Building Exterior
  - c. Grounds, Parking Lots and Walkways
  - d. Cleaning Standards (What is Clean)
  - e. Cleaning Schedules
  - f. Cleaning Frequency
  - g. Time on Task/Time Management
4. Cleaning Equipment And Supplies .....250
  - a. Safety
  - b. Chemical and Material Selection, Handling and Storage
  - c. Equipment Selection/Specifications
  - d. Supply Selection/Stocking
  - e. Spare Parts and Materials
  - f. Preventive Maintenance
  - g. Ordering, Shipping, Receiving and Inventory
5. Area Cleaning.....500
  - a. Entrance Ways, Hallways or Corridors
  - b. Rooms, General

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- c. Specialty Areas
  - d. Restrooms
  - e. Cafeteria and Food Preparation Areas
  - f. Industrial Areas
  - g. Swimming Pools, Spas and Related Exercise Equipment
  - h. Showers and Locker Rooms
  - i. Offices
  - j. Trash and Refuse
6. Surface Maintenance and Cleaning .....1750
- a. Floors and Floor Surface
    - (1) Resilient
    - (2) Hard Floors
    - (3) Floor Cleaning
    - (4) Carpets
    - (5) Athletic Services
  - b. Walls
    - (1) Internal
    - (2) External
  - c. Roofs
    - (1) Inspection
    - (2) Cleaning
  - d. Windows
  - e. Doors
  - f. Furnishings
7. Employment Relations and Communications .....500
- a. People Skills
  - b. Conflict Resolution
  - c. Supervisor/Evaluation
  - d. Communication and Reporting
  - e. Manpower Scheduling
  - f. Multi-Cultural Awareness

**TOTAL HOURS: 4000**

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<b><u>F. Food Service Specialist:</u></b>		<b><u>APPROXIMATE HOURS</u></b>
1.	Entree/Main Dishes.....	500
2.	Baking .....	500
3.	Fruits & Vegetables .....	400
4.	A la Carte.....	200
5.	Dishwashing/Sanitation .....	100
6.	Cashiering/Technology .....	200
7.	Menu Planning/Record keeping .....	100
<b>TOTAL HOURS:</b>		<b>2000</b>

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<b><u>G. Grounds Maintenance Specialist:</u></b>	<b><u>APPROXIMATE HOURS</u></b>
1. Equipment Utilization .....	600
Mowers, edgers, trimmers, blowers, vacuums, sprayers, saws and watering units	
2. Equipment Maintenance .....	200
Oiling, greasing, fueling, sharpening, adjusting and setting	
3. Lawn Mowing/Trimming and Edging of Improved Areas .....	800
a. Mowing lawn areas and recreational areas	
b. Trimming around trees, plants, rockeries, curbs, sidewalks and other obstacles	
c. Edging lawn areas, expansion joints and recreational areas	
4. Watering .....	400
Controlling erosion and application to create or develop proper moisture depth	
5. Fertilizing.....	150
Proper application to lawns, recreation fields, planting areas, trees, scrubs or hedges.	
6. Mechanical Weeding and Cultivation.....	300
a. Removal of undesirable plant growth from landscaping areas	
b. Aeration of soil for proper irrigation	
c. Methods of weed control in semi-and improved areas	
7. Sodding and Re-sodding.....	250
Preparation, installation, fertilization and irrigation of new or replacement sod	
8. Pruning.....	300
Trimming, shaping, thinning and removal of shrubs, hedges and trees	
9. Application of Bank and Other Ground Cover .....	300
Mining and placement by hand or mechanical techniques	
10. Mechanical Vegetation Control.....	400
a. Semi-improved areas	
b. Unimproved area	
11. Chemical Utilization .....	200
a. Soil sterilants	

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- b. Selective and non-selective herbicides
- c. Pesticides
- d. Fungicides

12. Debris Clean-Up.....100  
Mechanical and hand clean-up of parking lots, sidewalks, streets,  
recreational areas and other hard surface areas

**TOTAL HOURS: 4000**



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<b><u>H. Heavy Duty Mechanic:</u></b>	<b><u>APPROXIMATE HOURS</u></b>
1. Orientation.....	750
a. Safety	
b. State specification	
c. State inspection	
d. Operation of equipment	
e. Maintenance of records	
2. Preventative maintenance and service (shall include the following:) ...	1500
a. Cleaning and inspecting parts	
b. Lubes, oils, and fuels	
c. Minor adjustments, testing and trouble shooting of equipment	
d. Welding, cutting and fabrication	
e. Assisting journey-level mechanic	
3. Engines (shall include the following:) .....	1750
a. Operation, maintenance and repair of diesel, gasoline 2 and 4 cycle engines with attached driven units including compressors, water pumps, ac/dc generators and electric motors.	
b. System trouble shooting and repair of: air systems, fuel systems, lubrication systems, cooling systems, engine braking systems, and engine electrical starting and charging systems	
4. Power trains (shall include the following:) .....	1500
a. Wet and dry clutches	
b. Standard transmissions	
c. Torque converters	
d. Power shift transmissions	
e. Drive lines	
f. Differentials-final drives	
g. Brakes (air/hydraulic, electric, mechanical)	
h. Tires, wheels and hubs	
i. Cabs, bodies and frames	
5. Control systems (shall include the following:).....	1500
Mechanical levers cable, hydraulic, air, electrical (and combination thereof), control and instrument panels, switch gear valves, solenoids and motor distribution systems	

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- 6. Body fender and painting.....1000**
  - a. Correcting damage**
  - b. Refinishing and spotting, primary and sanding**
  - c. Parts replacement**
  - d. Aligning and finishing**

**TOTAL HOURS: 8000**

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<b><u>I. Instructional Aide:</u></b>	<b><u>APPROXIMATE HOURS</u></b>
1. Direct math, reading, language and writing instruction.....	900
2. Motivation.....	50
3. Coping skills (anger control).....	25
4. Discipline.....	100
5. Self-esteem .....	50
6. Art.....	50
7. Computer .....	250
8. Materials research and preparation.....	100
9. Adapting materials.....	100
10. Organizational and time management skills .....	35
11. Background information dealing with child abuse, alcoholism and parenting skills.....	300
12. First Aid .....	40
<b>TOTAL HOURS:</b>	<b>2000</b>

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<b><u>J. Maintenance Repairer:</u></b>		<b><u>APPROXIMATE HOURS</u></b>
1.	Orientation.....	200
	a. Terminology	
	b. Maintenance procedures	
	c. Safety procedures/fire prevention	
	d. Building codes	
2.	Tool Usage & Care.....	1100
	a. Hand tools	
	b. Power tools	
	c. Electronic controls/computer equipment	
3.	Preventive Maintenance .....	700
	a. Record keeping (work orders)	
	b. Proper use of usable spare parts	
	c. Inventory systems	
	d. Purchase ordering procedures	
	e. Quality control procedures	
4.	Repair & Maintenance .....	2000
	a. Interior structure	
	b. Exterior structure	
TOTAL HOURS:		4000

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<b><u>K. Secretary:</u></b>	<b><u>APPROXIMATE HOURS</u></b>
1. Input data on computer .....	571
2. Relays messages and instructions from supervisor to other staff members .....	571
3. Keeps supervisor apprised of important matters needing attention .....	571
4. Types letters, narratives and statistical memoranda and reports .....	574
5. Provides information and assistance to callers and visitors.....	571
6. Prepares and distributes agenda for meetings .....	571
7. Schedules appointments for employer .....	571
<b>TOTAL HOURS:</b>	<b>4000</b>

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<b><u>L. Warehouseman:</u></b>		<b><u>APPROXIMATE HOURS</u></b>
1.	Orientation.....	300
	a. Terminology	
	b. Maintenance procedures	
	c. Methods of shipment and costs	
2.	Receiving.....	1000
	a. Receives goods and places in stock inventory	
	b. Inspects for freight damage and makes proper claims	
	c. Completes all paper work and return to business office	
	d. Keep yearly records of all items received	
3.	Inventory & Stock Control .....	600
	a. Keeps inventory of warehouse	
	b. Adds all new items to District inventory	
	c. Keeps track of all back orders	
4.	Housekeeping of Warehouse.....	100
	Safety procedures	
TOTAL HOURS:		2000

## **YELM SCHOOL DISTRICT #2 APPRENTICESHIP COMMITTEE**

### **IX. RELATED/SUPPLEMENTAL INSTRUCTION:**

The apprentice must attend related/supplemental instruction. Time spent in related/supplemental instruction will not be considered as hours of work, and the apprentice is not to be paid for time so spent, unless otherwise stated in these Standards.

The sponsor/training agent must provide for instruction of the apprentice during the related/supplemental instruction in safe and healthful work practices in compliance with the Washington Industrial Safety and Health Act, and applicable federal and state regulations.

In case of failure on the part of any apprentice to fulfill this obligation, the sponsor has authority to take disciplinary action (see Administrative/Disciplinary Procedures section).

Clock hours of actual attendance by the apprentice in related/supplemental instruction classes at the community/technical college or other approved training locations shall be reported to L&I on a quarterly basis for verifying attendance and industrial insurance purposes.

For industrial insurance purposes, the WSATC will be considered as the employer should any apprentice, not being paid to attend, sustain an injury while participating in related/supplemental classroom activity, or other directly related activity outside the classroom. The activities must be at the direction of the instructor.

The methods of related/supplemental training must consist of one or more of the following:

- ☒ (X) Supervised field trips
- ☒ (X) Approved training seminars
- ☐ ( ) A combination of home study and approved correspondence courses
- ☒ (X) State Community/Technical college: **South Puget Sound College**
- ☐ ( ) Private Technical/Vocational college
- ☐ ( ) Training trust
- ☒ (X) Other (specify): **New Market Skills Center**

**144** Minimum RSI hours per year, (see WAC 296-05-305(5))

Additional Information:

**NONE**

## YELM SCHOOL DISTRICT #2 APPRENTICESHIP COMMITTEE

### **X. ADMINISTRATIVE/DISCIPLINARY PROCEDURES:**

Sponsors may include in this section requirements and expectations of the apprentices and training agents and an explanation of disciplinary actions that may be imposed for noncompliance. The sponsor has the following disciplinary procedures that they may impose: Disciplinary Probation, Suspension, or Cancellation.

Disciplinary Probation: A time assessed when the apprentice's progress is not satisfactory. During this time the program sponsor may withhold periodic wage advancements, suspend or cancel the apprenticeship agreement, or take further disciplinary action. A disciplinary probation may only be assessed after the initial probation is completed. During the disciplinary probation, the apprentice has the right to file an appeal of the committee's action with the WSATC (as described in WAC 296-05-009).

Suspension: A suspension is a temporary interruption in progress of an individual's apprenticeship program that may result in the cancellation of the Apprenticeship Agreement. Could include temporarily not being allowed to work, go to school or take part in any activity related to the Apprenticeship Program until such time as the Apprenticeship Committee takes further action.

Cancellation: Refers to the termination of an apprenticeship agreement at the request of the apprentice, supervisor, or sponsor. (as described in WAC 296-05-009).

#### **A. General Procedures**

- 1. The standards for selection of apprentices shall be administered consistent with affirmative action and shall not be in conflict with any legislation pertaining to this subject. All applications for the apprenticeship program shall be considered on the basis of qualifications and meet the standard requirements established by the Yelm School District Apprenticeship Committee for hourly employees.**
- 2. Management and labor will abide by the Apprenticeship Committee's decision.**
- 3. Failure to maintain employment with Yelm Community Schools #2 will result in the cancellation of the apprenticeship agreement.**

#### **B. Local Apprenticeship Committee Policies**

**NONE**

#### **C. Complaint and Appeal Procedures:**



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All approved programs must establish procedures explaining the program's complaint review process. Complaints that involve matters covered by a collective bargaining agreement are not subject to the complaint review procedures in this section.

**Complaint** (after initial probation completed) – WAC 296-05-009 and 296-05-316(21)

Prior to: 20 days of intention of disciplinary action by a committee/organization

- Committee/organization must notify the apprentice in writing of action to be taken
- Must specify the reason(s) for discipline, suspension, or cancellation
- Decision will become effective immediately
- Written reason(s) for such action will be sent to the apprentice

Within: 30 days request for reconsideration from the committee

- Apprentice to request local committee to reconsider their action

Within: 30 days of apprentice's request for reconsideration

- Local committee/organization must provide written notification of their final decision

**If apprentice chooses to pursue the complaint further:**

Within: 30 days of final action

- Apprentice must submit the complaint in writing to the supervisor (L&I)
- Must describe the controversy and provide any backup information
- Apprentice must also provide this information to the local committee/organization

Within: 30 days for supervisor to complete investigation

- If no settlement is agreed upon during investigation, then supervisor must issue a written decision resolving the controversy when the investigation is concluded

**If the apprentice or local committee/organization disputes supervisor decision:**

Within: 30 days of supervisor's decision, request for WSATC hearing

- Request must be in writing
- Must specify reasons supporting the request
- Request and supporting documents must be given to all parties
- WSATC must conduct the hearing in conjunction with the regular quarterly meeting

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Within: 30 days after hearing

- WSATC to issue written decision

### **XI. COMMITTEE – RESPONSIBILITIES AND COMPOSITION**

NOTE: The following is an overview of the requirements associated with administering an apprenticeship committee and/or program. These provisions are to be used with the corresponding RCW and/or WAC.

The sponsor is the policymaking and administrative body responsible for the operation and success of this apprenticeship program. A committee is responsible for the day-to-day operations of the apprenticeship program and they must be knowledgeable in the process of apprenticeship and/or the application of Chapter 49.04 RCW and Chapter 296-05 WAC. Sponsors must develop procedures for:

A. Committee Operations (WAC 296-05-316): (Not applicable for Plant Programs)

Convene meetings at least three times per year of the program sponsor and apprenticeship committee attended by a quorum of committee members as defined in the approved Standards. If the committee does not indicate its definition of quorum, the interpretation will be “50% plus 1” of the approved committee members. Conference call meetings may be conducted in lieu of regular meetings but must not exceed the number of attended meetings and no disciplinary action can be taken during conference call meetings.

B. Program Operations (Chapter 296-05 WAC - Part C & D):

1. The sponsor will record and maintain records pertaining to the local administration of the apprenticeship program and make them available to the WSATC or its representative on request.

Records required by WAC 296-05-400 through 455 (see Part D of Chapter 296-05 WAC) will be maintained for five (5) years; all other records will be maintained for three (3) years.

2. The sponsor will submit to L&I through the assigned state apprenticeship coordinator the following list:

Forms are available on line at <http://www.LNI.wa.gov/scs/apprenticeship> or from your assigned apprenticeship coordinator.

- Apprenticeship Agreement Card – within first 30 days of employment
- Authorization of Signature - as necessary
- Authorized Training Agent Agreements (committee approving or canceling) – within 30 days

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- Apprenticeship Committee Meeting Minutes – within 30 days of meeting (not required for Plant program)
  - Change of Status – within 30 days of action by committee, with copy of minutes
  - Journey Level Wage – at least annually, or whenever changed
  - Revision of Standards and/or Committee Composition - as necessary
  - RSI (Quarterly) Reports:
    - 1st quarter: January through March, by April 10
    - 2nd quarter: April through June, by July 10
    - 3rd quarter: July through September, by October 10
    - 4th quarter: October through December, by January 10
3. Adopt, as necessary, local program rules or policies to administer the apprenticeship program in compliance with these Standards that must be submitted for L&I approval and updating these Standards. The L&I apprenticeship program manager may administratively approve requests for revisions in the following areas of the Standards:
- Program name
  - Section III: Conduct of Program Under Washington Equal Employment Opportunity Plan
  - Section VII: Apprentice Wages and Wage Progression
  - Section IX: Related/Supplemental Instruction
  - Section XI: Committee - Responsibilities and Composition (including opening statements)
  - Section XII: Subcommittees
  - Section XIII: Training Director/Coordinator

### **C. Management of Apprentices:**

1. Each apprentice (and, if under 18 years of age, the parent or guardian) will sign an apprenticeship agreement with the sponsor, who will then register the agreement, with L&I before the apprentice attends the related/supplemental instruction classes, or within the first 30 days of employment as an apprentice. For the purposes of industrial insurance coverage and prevailing wage exemption under RCW 39.12.021, the effective date of registration will be the date the agreement is received by L&I.

L&I must be notified within 30 days of program approval, of all requests for disposition or modification of agreements, with a copy of the committee minutes approving the changes, which may be:

- Certificate of completion
- Additional credit
- Suspension (i.e. military service or other)
- Reinstatement
- Cancellation and/or

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- Corrections
- 2. Rotate apprentices in the various processes of the skilled occupation to ensure the apprentice is trained to be a competent journey-level worker.
- 3. Periodically review and evaluate apprentices before advancement to the apprentice's next wage progression period. The evidence of such advancement will be the record of the apprentice's progress on the job and during related/supplemental instruction.
- 4. The sponsor has the obligation and responsibility to provide, insofar as possible, continuous employment for all apprentices in the program. The sponsor may arrange to transfer an apprentice from one training agent to another, or to another sponsor when the sponsor is unable to provide reasonably continuous employment, or they are unable to provide apprentices the diversity of experience necessary for training and experience in the various work processes as stated in these Standards. The new sponsor or training agent will assume all the terms and conditions of these Standards. If, for any reason, a layoff of an apprentice occurs, the apprenticeship agreement will remain in effect unless canceled by the sponsor.
- 5. An apprentice who is unable to perform the on-the-job portion of apprenticeship training may, if the apprentice so requests and the sponsor approves, participate in related/supplemental instruction, subject to the apprentice obtaining and providing to the sponsor written requested document/s for such participation. However, time spent will not be applied toward the on-the-job portion of apprenticeship training.
- 6. Hear and adjust all complaints of violations of apprenticeship agreements.
- 7. Upon successful completion of apprenticeship, as provided in these Standards, and passing the examination that the sponsor may require, the sponsor will recommend that the WSATC award a Certificate of Completion of Apprenticeship. The program will make an official presentation to the apprentice that has successfully completed his/her term of apprenticeship.

### **D. Training Agent Management:**

1. Offer training opportunities on an equal basis to all employers and apprentices. Grant equal treatment and opportunity for all apprentices through reasonable working and training conditions and apply those conditions to all apprentices uniformly. Provide training at a cost equivalent to that incurred by currently participating employers and apprentices. Not require an employer to sign a collective bargaining agreement as a condition of participation.
2. Determine the adequacy of an employer to furnish proper on-the-job training in accordance with the provisions of these Standards. Require all employers

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requesting approved training agent status to complete an approved training agent agreement and comply with all federal and state apprenticeship laws and the appropriate apprenticeship Standards.

3. Submit approved training agent agreements to the department with a copy of the agreement and/or the list of approved training agents within thirty days of committee approval. Submit rescinded approved training agent agreements and/or the list of approved training agents to the department within thirty days of said action.

E. Composition of Committee: (see WAC 296-05-313)

Apprenticeship committees must be composed of an equal number of management and non-management representatives composed of at least four members but no more than twelve. If the committee does not indicate its definition of a quorum, the interpretation will be "50% plus 1" of the approved committee members.

Apprenticeship committees shall elect a chairperson and a secretary who shall be from opposite interest groups, i.e., chairperson-employers; secretary-employees, or vice versa; EXCEPT, this does not apply where the Registration Agency represents the apprentice(s).

For plant programs the WSATC or the department designee will act as the employee representative.

Quorum: **SEE ABOVE**

Program type administered by the committee: **INDIVIDUAL JOINT**

The employer representatives shall be:

**Cecelia Jenkins, Secretary  
Special Projects  
PO Box 476  
Yelm, WA 98597**

**Jerrold Jenkins  
Transportation Department  
PO Box 476  
Yelm, WA 98597**

**Gloria Hunter  
PO Box 476  
Yelm, WA 98597**

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The employee representatives shall be:

**Luann Webb, Chair  
PO Box 476  
Yelm, WA 98597**

**Owen Kristen  
PO Box 476  
Yelm, WA 98597**

**Janice McIntyre  
PO Box 476  
Yelm, WA 98597**

### **XII. SUBCOMMITTEE:**

Subcommittee(s) approved by L&I, represented equally from management and non-management, may also be established under these Standards, and are subject to the main committee. All actions of the subcommittee must be approved by the main committee.

**NONE**

### **XIII. TRAINING DIRECTOR/COORDINATOR:**

The sponsor may employ a person(s) as a full or part-time training coordinator(s)/training director(s). This person(s) will assume responsibilities and authority for the operation of the program as are delegated by the sponsor.

**NONE**